

U. PORTO

UP Equality

**Gender Equality Plan
of the
University of Porto**

2022-2024

Document Information

Title:	UP Equality Gender Equality Plan of the University of Porto
Version	1.0
Period in force	2022-2024
Date of approval	06 June 2022

Document Approved by the Rector of the University of Porto



António Sousa Pereira

Table of Contents

Introduction	2
Local Context	4
Main assumptions and Framework	6
Vision and Aims of the <i>UP Equality</i>	6
Strategic Plan	9
Key findings substantiating the GEP	13
Implementation Plan	17
Concluding Remarks	25

1. Introduction

In 2021, the University of Porto joined the RESET (Redesigning Equality and Scientific Excellence Together) consortium, composed of seven European Universities and funded by the SWAFS-09-2018-2020 programme. The primary mission of the RESET project, which will run until December 31, 2024, is to promote gender equality and help design, implement and monitor the Gender Equality Plans of each participating institution.

During the first year of the project, U.Porto's efforts were geared toward understanding the gender equality situation at the institution. For that purpose, the team made an exhaustive collection of indicators and information that resulted in a status report submitted to the European Commission in November 2021. During this period, a Gender Equality Board (GEB) was also created, composed of representatives of each faculty and other services and bodies of the University of Porto,¹. Based on the results of this report, the GEB and the different stakeholders of the University of Porto defined the areas of intervention and measures that should be included in the Gender Equality Plan.

The RESET project and the first Gender Equality Plan of the University of Porto – *UP Equality* – adopted an intersectional vision and a co-design methodology. This means that the proposed actions not only seek to combat biases associated with gender but also with other dimensions of diversity, such as age, functional diversity, sexual orientation and ethnicity, to promote a more inclusive academic community for all people. The methodological approach to the Gender Equality Plan involved the participation, exchange of views, engagement and collaborative creativity of all its contributors.

¹ Workers Committee of the University of Porto, Faculty of Architecture, Faculty of Fine Arts, Faculty of Sciences, Faculty of Nutrition and Food Sciences, Faculty of Sports, Faculty of Law, Faculty of Economics, Faculty of Engineering, Faculty of Pharmacy, Faculty of Arts, Faculty of Medicine, Faculty of Dental Medicine, Faculty of Psychology and Education Sciences, the Academic Federation of Porto, Abel Salazar Institute of Biomedical Sciences, Pro-Rector for Social Action and Responsibility and for Health and Well-being, Social Services, Research and Projects Services, Human Resources Services.

This Gender Equality Plan also follows the process and content requirements of the framework programme *Horizon Europe*². The drafting process of U.Porto's Gender Equality Plan meets the following requirements:

- **Public document:** a formal document published on the institution's website and signed by the top management, indicating the University's commitment to gender equality, with clear goals and detailed actions to achieve the proposed goals;
- **Dedicated resources:** the allocation of relevant resources and expertise in gender equality to the design, implementation and monitoring of the Plan;
- **Data collection and monitoring:** the collection of sex/gender-disaggregated data on workers (and students) and the creation of annual reports based on these indicators;
- **Training:** awareness-raising and training actions on gender equality and unconscious gender biases, and providing workers and managers with specific competencies to identify and act upon discrimination situations.

The contents of the Gender Equality Plan cover the following areas:

- **Area A** | Leadership and Decision Making
- **Area B** | Recruitment, Retention and Career Progression
- **Area C** | Gender Dimension in Research and Knowledge Transfer
- **Area D** | Gender Biases and Stereotypes, Sexism and Harassment

The *UP Equality* is, therefore, a strategic document that systematises the necessary actions to ensure equal rights within the University of Porto. The Plan's implementation will be regularly monitored, and an update within the project timespan is also foreseen.

Below, we present a brief description of U.Porto and of the current state of affairs on gender equality in the national context. In section 3, we present the guiding principles, targets and methodology adopted to draft the *UP Equality*. In section 4, we present the Gender Equality Implementation Plan. The last section comprises some concluding remarks about the *UP Equality*.

²https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en

2. Local Context

The Principle of Equality, in which no citizen can be treated differently, was adopted by the Portuguese Constitution in 1976.

More recently, other relevant efforts in this area have been made, starting with the approval of the 1st Global Plan for Equal Opportunities in 1997. This Plan was, then, followed by the 2nd National Plan for Equal Opportunities (2003-2006), the 3rd National Plan for Equality – Citizenship and Gender (2007-2010), the 4th National Plan for Equality – Gender, Citizenship and Non-Discrimination (2011-2013), the 5th National Plan for Gender Equality, Citizenship and Non-Discrimination (2014-2017) and the Action Plan for Equality between Men and Women (2018-2021). As of the date of this document release, the revision/update process for the subsequent period (2022-2025) was still underway.

These efforts resulted in several initiatives and legal advances that greatly benefited the Portuguese society, namely: the legislation on voluntary termination of pregnancy (Law 16/2007); the right to the self-determination of gender identity (Law 38/2018); the recognition of civil marriage between people of the same sex (Law 9/2010); and the right of adoption by same-sex couples (Law 2/2016). Other regulations to promote greater equality between men and women were also implemented, namely regarding maternity and paternity rights and the introduction of a minimum quota for the least represented gender in governmental and public management boards.

These efforts culminated in the 2018-2030 National Strategy for Gender Equality and Non-Discrimination "Portugal + Equal" (Resolution of the Council of Ministers 61/2018 of May 21) – hereafter the ENIND. The ENIND introduces "a long-term vision" and "integrates three Action Plans that define the Strategic and Specific Goals, up to 2030, and concrete measures to attain such goals, during the first four years of its implementation" (CIG, 2021, s/p.³). The strategy is achieved through its Action Plans, including the Action Plan for Equality Between Men and Women and the Action Plan to Combat Discrimination on the Grounds of Sexual Orientation, Identity and Gender Expression, and Sexual Characteristics. Therefore, just like the RESET project, ENIND's cross-sectional line of action is based on intersectionality⁴, emphasising the importance of creating answers that take the heterogeneity and specific needs of the targeted groups into account.

³ Information available at:

<https://www.cig.gov.pt/area-igualdade-entre-mulheres-e-homens/instrumentos-de-politica-publica/>

⁴ Intersectionality implies analysing discrimination as a result of the interception of many factors, i.e., disadvantages that occur in the intersection of sex with other factors of discrimination, such as age, racial and ethnic origin, disability, nationality, sexual orientation, gender identity and sexual characteristics (ENIND, 2018).

In addition, the recent approval of specific laws has strengthened the commitment of the Portuguese government to combat inequalities and discrimination. Some examples include Law 26/2019, which provides for a balanced representation of men and women in management positions and public administration bodies, and Law 73/2017, which strengthens the legal framework that governs harassment. These laws cover the field of action of the University of Porto and support legislation applicable to Higher Education Institutions, such as Law 112/2021, which approves internal competitions for higher education teachers and scientific researchers to advance to intermediate and senior categories, and Law 26/2019, which provides for a balanced gender representation in the composition of competition juries.

The University of Porto was founded in 1911 and became a benchmark institution for Higher Education and Scientific Research in Portugal. Its mission is to generate scientific, cultural and artistic knowledge, provide higher education that is firmly rooted in research, value knowledge both socially and economically, and actively participate in the progress of the communities in which it is involved.

As declared in U.Porto's Value Statement, the institution makes every effort to ensure equal access and treatment for everyone, irrespective of gender, social, political, ethical or religious background. Furthermore, valuing the personal fulfilment of all of its members is also a central goal of its current Strategic Plan.

In the past years, U.Porto has followed a path of gender equality and diversity inclusion. Currently a member of the EUGLOH – *European University Alliance for Global Health*, U.Porto has made its first gender-impact assessment in 2020, and is now implementing a directive on work-life balance for all workers (the Work-Life Reconciliation Management System). Therefore, the foundation of the RESET project and the implementation of the *UP Equality* are based on a continuous work carried out over the past years.

3. Main assumptions and Framework

U.Porto actively seeks to be a plural and inclusive institution, promoting equality and equity and condemning all acts of discrimination, harassment or prejudice. The UP Equality, which was already foreseen in the 2020 Strategic Plan of the University of Porto, arose after an assessment of the current state of gender equality within the institution, as well as other initiatives to create a more inclusive and diverse working environment that promotes human wellbeing.

3.1 Vision and Aims of the *UP Equality*

As a prominent education and research institution in Portugal, U.Porto is committed to transposing its Constitutive Entities' talent and innovation into society and contributing to a more just and equal society.

U.Porto's goal of asserting itself as a Research University is not unrelated to the quality of its research, which, to be fully efficient, must create inclusive conditions for the development of research activities and invest in the economic and social valorisation of its research output. This Gender Equality Plan supports the realisation of this commitment.

Also, with regards to training, the word that best characterises U.Porto's course offer – which is the most comprehensive educational offer in the Portuguese Higher Education landscape – is "diversity". U.Porto offers exceptional conditions for students to pursue an outstanding academic path, which, to be full-fledged, should be integrated in an innovative, multicultural, inclusive, rigorous and high-class learning environment.

Deeply rooted in its surrounding community and business fabric, U.Porto seeks to transpose its economic, social, cultural and scientific drive to the Northern Region of Portugal, and to the country, in general, by training people who can make a difference in the community.

Finally, as an institution that is open to society and the world, U.Porto recognises that fighting for gender equality is an effort that involves the entire organisation and demands structural changes. This effort will also be supported by this Plan.

The UP Equality is aligned with the University's values and standards of conduct, especially in terms of⁵:

- Promoting freedom in scientific, cultural, artistic and technological creation, and ensuring pluralism and the free expression of orientations and opinions;
- Maintaining high ethical standards in all activities undertaken;
- Fostering a culture of diligence, transparency, quality and merit recognition;
- Ensuring equal access and treatment, regardless of gender, social, cultural, political, ethnic or religious background;
- Paying special attention to citizens with disabilities, creating the necessary conditions for their integration and success;
- Demonstrating concern for the personal fulfilment of all members of the University;
- Promoting innovation, creativity and entrepreneurship as essential values of the academic community;
- Advocating a sustainable environmental, economic and social development.

Given the complexity of the University's structure, the Gender Equality Plan sought to include measures and actions that promote equality in an integrated manner, considering the particularities of each Constitutive Entity. An Equality Plan must demonstrate the institution's commitment to gender equality and define clear actions to fulfil its goals. Accordingly, this Plan covers the four areas mentioned in the introduction and defines the main goals of each area based on the preliminary diagnosis.

⁵ Article 2 of the Statutes of the University of Porto.

Table 1: Priority areas of intervention

Area A Leadership and Decision-making	
A1	Integrate the gender dimension in the decision-making processes at all operational levels of the University
A2	Mainstream and monitor the integration of gender issues
A3	Adopt a gender-equal leadership
Area B Recruitment, Retention and Career Progression	
B1	Attract men and women to scientific areas where each gender is less represented
B2	Promote equal opportunities in the recruitment processes
B3	Foster equal opportunities in career progression processes
B4	Promote the equal access of all U.Porto's workers to work-life reconciliation measures
Area C Gender Dimension in Research and Knowledge Transfer	
C1	Integrate the dimensions of gender and diversity in research
C2	Integrate the dimensions of gender and diversity in knowledge transfer activities
Area D Gender Biases and Stereotypes, Sexism and Harassment	
D1	Maintain an active role in integrating the dimensions of gender equality and diversity in institutional communications
D2	Promote equality, equity and diversity in academic and cultural events
D3	Strive for respect for diversity in U.Porto's Community

The *UP Equality*, which should be implemented between July 2022 and December 2024, outlines the necessary structure and processes for its progressive implementation and the regular monitoring of the proposed actions. Therefore, the Plan combines strategic initiatives, adjusted to the local contexts and challenges, with focused initiatives to support and build competencies within the different structures of the University. It also combines the principles of leadership and responsibility with the engagement and collaborative work of relevant structures, such as the *Gender Equality Board*.

3.2 Strategic Plan

Design process of the UP Equality

The Gender Equality Plan of the University of Porto – *UP Equality* – greatly benefited from the in-depth collection of information carried out in 2021⁶. The data were collected using three different methods: the collection of secondary data, the collection of information from Focus-Groups, and the collection of information through a large-scale survey on gender equality.

These data were systematised in a report submitted to the European Commission⁷ and synthesised in an infographic⁸. The different methods used reflect the systematic challenges, both within the Portuguese and the University's context, to achieving greater gender equality within the institution.

Based on this information, U.Porto's *Gender Equality Board*⁹, in collaboration with the RESET team, created the *UP Equality* during several sessions dedicated to its structural areas, namely: a) *Leadership and Decision Making*, b) *Recruitment, Retention and Career Progression*, c) *Gender dimension in research and knowledge transfer*, and d) *Gender Biases and Stereotypes, Sexism and Harassment*. The proposals presented and registered through the Padlet¹⁰ tool were subsequently revised and organised by the RESET team. At the same time, the template of the Gender Equality Plan was filled out specifying and detailing the proposed measures¹¹.

This preliminary systematisation was later discussed with the services more directly involved in its conception to assess its feasibility, avoid overlaps with previous actions and systematise the integration of promising initiatives already underway. Among the involved services, we highlight the Human Resources, the Legal Support, the Research and Projects and the UP Digital Services. The coordination of these services was also consulted, namely, the Vice-Rector for Innovation, Research and Internationalisation,

⁶ The secondary data is data from 2020 available at the University's Services, whereas the data collected for the focus-groups and the survey are based on more up-to-date information from 2021.

⁷ The submission status of the said report is "Private", and it cannot, therefore, be disseminated among the academic community. In order to overcome this limitation, the most relevant data collected are represented in a public infographic.

⁸ The infographic is accessible at: <https://hdl.handle.net/10216/140941>

⁹ The Gender Equality Board was created in February 2021, and is composed of representatives of all Faculties of the University of Porto and some Central Services. The Board has a dynamic composition and has been updated according to internal changes to the structure of the University of Porto.

¹⁰ Tool available at <https://padlet.com/>

¹¹ Template elaborated within the RESET consortium, and following the European guidelines recommended by the *Horizon Europe* in order to ensure a greater harmonisation and consistency in the contents presented by each participating University.

the Director of the Shared Services and the Administrator. In addition to the refinement these contributions imparted to the Plan, we consulted U.Porto's *Gender Equality Board* for a new round of comments and suggestions.

The final version was presented to the Directors' Council and to the Rectoral team for discussion. Feedback and contributions were integrated and a formal validation was obtained. This document was then validated by the Management Board.

The elaboration process of the Gender Equality Plan of the University of Porto – *UP Equality* – was concluded with the endorsement and signature by the Rector of the University of Porto.

Guidelines for action

The drafting of the *UP Equality* took into account that this was the first attempt to establish Gender Equality measures systematically.

The preliminary diagnosis evidenced that Gender Equality is not an absent value in U.Porto. Therefore, we sought to facilitate a path that was already paved and optimise its future steps. For this reason, this Plan includes both action measures and measures of a more structural nature. The goal is to ensure that this path is consistent and sustainable, and that future plans and measures are based on deeply rooted foundations. This first Plan has challenged us to look at the institution from a gender perspective, mainstream positive actions (gender mainstreaming), optimise measures and practices already underway and encourage promising practices that allow the integration of this Plan in the mission and operating principles of the University.

The preferred target audience of the *UP Equality* are its 14 faculties and 4 central services. Therefore, this Plan is mainly targeted at the workers¹² of the Constitutive Entities of the University of Porto. However, some of the presented measures apply to the entire academic community¹³, and a large majority of them will indirectly benefit the students, since their goal is to improve the services and (inter-)relationships within the University.

¹² By workers we mean teachers, researchers, non-teaching and non-researchers staff.

¹³ By academic community we mean all workers (teachers, researchers, non-teaching staff and non-researchers) and all students.

A Gender Equality Plan is, eminently, a living and dynamic action plan. As highlighted in the methodology of the *GEAR tool*¹⁴, the implemented changes must be structural and supported to be effective. In this sense, this methodology proposes six action steps¹⁵ to define, plan, act upon and analyse the possible progress of the University. Their goal is to ensure an effective, consistent and progressive implementation of a Gender Equality Plan¹⁶, namely, through the following phases:

1. The **audit** phase, in which gender-disaggregated data are collected and procedures, processes and practices are critically analysed to identify gender inequalities and biases;
2. The **planning** phase, in which goals, targets, actions and measures to remedy the identified problems are defined, resources and responsibilities are allocated, and deadlines are agreed upon;
3. The **implementation** phase, in which the activities are implemented and dissemination efforts are made to gradually expand the network of actors;
4. The **monitoring and evaluation** phase, in which the process and the progress are regularly monitored and evaluated. The results of these monitoring exercises allow us to adjust and improve the activities in order to optimise their results.

Besides following these European guidelines to promote promising gender equality practices, the *UP Equality* also includes a set of concepts and dimensions, which are systematised below:

GENDER EQUALITY¹⁷ – Equal rights, responsibilities and opportunities for women and men, and girls and boys.

GENDER STEREOTYPES¹⁸ – Preconceived ideas whereby females and males are arbitrarily assigned characteristics and roles determined and limited by their gender.

SEX AND GENDER-BASED DISCRIMINATION¹⁹ – Discrimination occurring due to interaction between sex (as the biological characteristics of women and men) and their socially constructed identities, attributes and roles and society's social and cultural meaning for biological differences between women and men.

¹⁴ Available at: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>

¹⁵ GEAR Tool's action steps: 1) Create the necessary conditions; 2) Analyse and assess the state of play in the institution; 3) Establish the Gender Equality Plan (GEP); 4) Implement the GEP; 5) Monitor and evaluate GEP's progress; and, 6) The future of the GEP. Available at: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/step-step-guide>

¹⁶ Source: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>

¹⁷ As per the original text, available at: <https://eige.europa.eu/thesaurus/terms/1168>

¹⁸ As per the original text, available at: <https://eige.europa.eu/thesaurus/terms/1222>

¹⁹ As per the original text, available at: <https://eige.europa.eu/thesaurus/terms/1363>

GIA – GENDER IMPACT ASSESSMENT²⁰ – Policy tool for the screening of a given policy proposal in order to detect and assess its differential impact or effects on women and men so that these imbalances can be redressed before the proposal is endorsed.

GENDER-SENSITIVE LANGUAGE²¹ – Gender equality made manifest through language. Gender equality in language is attained when women and men – and those who do not conform to the binary gender system – are addressed through language as persons of equal value, dignity, integrity and respect.

HARASSMENT²² – Unwanted conduct related to the sex of a person occurring with the purpose or effect of violating the dignity of that person, and of creating an intimidating, hostile, degrading, humiliating or offensive environment.

GENDER-BASED VIOLENCE²³ – Violence directed against a person because of that person's gender, gender identity or gender expression, or which affects persons of a particular gender disproportionately.

As mentioned above, the *UP Equality* and the RESET project will be in force until 2024. During this period the implementation of the Plan will be monitored and the *UP Equality* 2.0 will be proposed.

²⁰ As per the original text, available at: <https://eige.europa.eu/thesaurus/terms/1180>

²¹ As per the original text, available at: <https://eige.europa.eu/thesaurus/terms/1215>

²² As per the original text, available at: <https://eige.europa.eu/thesaurus/terms/1232>

²³ As per the original text, available at: <https://eige.europa.eu/thesaurus/terms/1153>

3.3 Key findings substantiating the GEP

The *UP Equality* is based on a preliminary diagnosis that guided the definition of the priority areas of intervention and the actions to be implemented.

Leadership and decision-making

U.Porto has a positive, anti-discrimination stance and supports events covering the topics of diversity and gender equality. However, the University does not have an office or service specifically dedicated to these matters. There is a lack of formal guidelines for gender-neutral language, and there are no established processes to receive and process harassment or sexist language complaints. The goal of the priority area A1 – *Integrate the gender dimension in the decision-making processes at all operational levels of the University* – is to fill this gap. A diagnosis was carried out to prepare the current Gender Equality Plan. However, the plan implementation and updating can only be adjusted to the real needs through an effective collection and dissemination of information. Therefore, it is also urgent to *Mainstream and monitor the integration of gender issues* (A2). In U.Porto's universe of 4798 workers, women are a majority, corresponding to 53,9% of all workers²⁴. However, women remain a minority in leadership and decision-making positions. Less than a third of U.Porto's governing positions are held by women (31,5%). These differences are more moderate within the faculties, where women hold 42,8% of the decision-making positions (boards and councils). However, it should be noted that, even if the gender proportion seems to be more favourable to women in the faculties, the overall gender ratio in decision-making positions tends to favour men. It should also be added that 38% of male and 10% of female teachers reported having been encouraged to apply to leadership positions, which leads women to perceive leadership roles as inaccessible. In sum, another goal is to implement measures that lead to the *Adoption of a gender-equal leadership* (A3).

²⁴ Data from 2020.

Recruitment, retention and career progression, including the availability of family-friendly policies

Overall, the University of Porto has a balanced proportion of male and female teachers and researchers, with 54,7% male and 45,3% female academics. However, their distribution through the several faculties and, therefore, scientific areas and research units, is not so balanced. The representation of one of the genders in some faculties is less than one third, namely at FEUP, where academic women are under-represented. On the other side of the spectrum, academic men are under-represented at FPCEUP, FCNAUP and FFUP. These asymmetries are not limited to U.Porto, however, this institution is still responsible for *Attract men and women to scientific areas where each gender is less represented* (B1). Regarding the selection processes, although U.Porto seeks to combat all forms of discrimination (including gender discrimination), this stance is not yet fully operationalised and, therefore, it becomes urgent to *Promote equal opportunities in recruitment processes* (B2). This horizontal segregation intertwines with the vertical segregation: there is a clear segregation in different steps of the University's hierarchy, even in the scientific fields that are predominantly dominated by women, underlining the need to *Foster equal opportunities in career progression processes* (B3).

The indicators on the relationship between work and family life reflect the traditional gender roles, where women are expected to be more dedicated to family responsibilities than men. In fact, women were more absent from work than men under parental leaves (86,8% of the absence time) or to care for family members (87,4%). More academic women than men perceived work as interfering with family life, which took even more significant proportions during the COVID-19 pandemic. At the same time, more non-teaching female staff reports doing more house chores than non-teaching male staff. The question about leave-taking does not seem to merit special attention within the University. Besides the availability of information about leaves of absence, there are no other actions in place that encourage U.Porto's workers to be more involved in the leave taking process and returning to work. The impacts of maternity on career are also more pronounced for women, especially in activities that may advance career progression (such as scientific production), due to their reduced participation in research networks and management positions. 22% of female teachers perceive maternity as an obstacle to being appointed to management positions. Similar impacts were reported by non-teaching staff and non-researchers. For these reasons, it becomes urgent to promote the *Equal access of all U.Porto's workers to work-life reconciliation measures* (B4) to ensure a greater balance between professional and family life.

Gender Dimension in Research and Knowledge Transfer

U.Porto's researchers and teachers reported that most practices related to integrating the gender dimension into their activities seem mostly motivated by their sensibility and proximity to the topic. Except for the scientific fields of Social and Human Sciences, the gender dimension is not yet integrated into U.Porto's research activities. The information system has no detailed data on the type of training undertaken by U.Porto's workers. However, the data from the diagnosis survey indicate that knowledge about gender equality and diversity training is scarce. In this sense, it is necessary to create and disseminate more actions and resources that ensure the *Integration of the dimensions of gender and diversity in research activities* (C1). In addition, the gender inequalities in the number of research publications and approved funded projects, with an under-representation of women, also calls for appropriate action. Regarding the C2 area – *Integrate the dimensions of gender and diversity in knowledge transfer activities* – again, the relevant Curricular Units available for students are scarce and limited to the scientific fields of Social and Human Sciences. Teachers have reported a growing need to integrate the gender dimension into pedagogical and language activities, mainly motivated by students' requests, who are becoming increasingly involved in gender issues.

Gender biases and stereotypes, sexism and harassment

In this regard, both the Focus-Groups and the survey evidenced a dissemination of subtle forms of discrimination. Most discrimination and perceived disadvantage do not occur in an open manner, but rather in everyday interactions, such as micro-aggressions. U.Porto has a solid anti-discrimination public stance and promotes the use of sensitive communication regarding gender, age and ethnicity. This stance will be reinforced and expanded by *Maintaining an active role in integrating the dimensions of gender equality and diversity in institutional communications* (D1).

Events that involve discussions around gender issues are quite frequent in the University, especially in the scientific fields of Social and Human Sciences. However, in general, data on gender equity are lacking in U.Porto's academic and cultural events, despite the teachers' and researchers' perception of recurrent imbalances in gender representation and other characteristics. In this sense, this Plan recommends the *Promotion of equality, equity and diversity in academic and cultural events* (D2) organised by and within the University of Porto

There is a general perception that although U.Porto is not a biased or discriminatory institution, it reflects the inequalities created by society in general. A relevant percentage of workers admitted that they had been victims or witnesses of some form of discrimination within the University, especially regarding their gender, sexual orientation, age and nationality. It should be stressed that 41% of the enquired women have felt discriminated against based on their gender. Despite some efforts, such as the creation of a code of conduct to prevent and combat discrimination and harassment, currently – besides the existing legal mechanisms – there is no reporting, follow up or monitoring system in place to address these issues. For this reason, it becomes vital to *Strive for respect for diversity in U.Porto's community* (D3).

Based on these results and the priority areas of intervention identified, we have defined a set of 60 measures to include in U.Porto's Gender Equality Plan, which are systematised in the following section.

We also describe in detail the necessary elements to effectively implement the Plan and its measures, namely the responsible units, the resources involved, the target groups, the evaluation and monitoring indicators, the required tools and the timetable for each action/measure.



UP Equality
**Implementation
Plan**

2022-2024

THEMATIC AREA	A	Leadership and Decision Making						
Objective		Action/Measure	Responsibility	Resources	Target group	Indicators and evaluation	Tools	Timeline
Priority Area	A1	Integrate the gender dimension in the decision-making processes at all operational levels of the University						
Involve U.Porto's governing bodies in gender equality and diversity policies	A1.1	Disseminate the joint declaration on the commitment of U.Porto and the partner institutions of the RESET project towards Equality, Diversity and Scientific Excellence in Higher Education and Research	VR - Research, Innovation and Internationalisation	Communication Services Research and Projects Services	Workers National and International Academic Community	Public disclosure and dissemination of the joint statement among U.Porto's Community	U.Porto's website	2022
	A1.2	Affirm a zero-tolerance policy (e.g., public declaration) against discrimination and moral and sexual harassment	VR - Research, Innovation and Internationalisation	RESET Team Office for Equality and Diversity (A2.1) Communication Services	Workers National and International Academic Community	Public disclosure of the statement	Recommendation CM/Rec (2019)1 of the Committee of Ministers to Member States on preventing and combating sexism	2022
	A1.3	Make U.Porto's commitment towards Gender Equality, Diversity and Scientific Excellence visible in the main documents produced	Rectoral Team Administrator	RESET Team Office for Equality and Diversity (A2.1)	Workers	Public dissemination of U. Porto's commitment	RESET's gender-inclusive language kit	
	A1.4	Submit U.Porto's application to the HRS4R award (Human Resources Strategy for Researchers)	VR - Research, Innovation and Internationalisation	Administrator Research and Projects Services Human Resources Legal Support Service (Management Bodies)	Researchers	Application submitted Obtaining the seal	GAP analysis document	2022/2023 2024
Implement the institutionalisation of the Gender Equality Board	A1.5	Establish the regulation of U.Porto's GEB - Gender Equality Board (e.g., roles, responsibilities, regularity, appointments)	VR - Research, Innovation and Internationalisation	Administrator Research and Projects Services Human Resources Legal Support Services (Management Bodies)	Workers	Publication of the GEB's operating regulations		2022/2023
Priority Area	A2	Mainstream and monitor the integration of gender issues						
Support the integration of gender issues in U.Porto	A2.1	Establish a support structure for Gender Equality and Diversity (e.g. Office for Equality and Diversity)	VR - Research, Innovation and Internationalisation	RESET Team	Workers	Public formalisation of the structure Start of the structure's operations		2023
	A2.2	Monitor the implementation of the Gender Equality Plan (GEP)	VR - Research, Innovation and Internationalisation	RESET Team Office for Equality and Diversity (A2.1)	Workers	Preparation of the GEP's Monitoring Report	Monitoring resources of the RESET Project	Yearly
Assess indicators of gender (in)equality at the U. Porto	A2.3	Create an integrated system to collect and analyse statistical data disaggregated by gender	VR - Digital University, Quality and Continuous Improvement VR - Institutional Development, Business Relations and Social Responsibility	RESET Team Office for Equality and Diversity (A2.1) UPdigital/Sigarra Platform	Office for Equality and Diversity (A2.1)	Implementation of the integrated data collection system		4th quarter of 2022
	A2.4	Cross-link the modules already available in SIGARRA with personal data (e.g., gender, age) to enable the automatic calculation of summary gender equality statistics	VR - Digital University, Quality and Continuous Improvement PR - Institutional Development, Business Relations and Social Responsibility	RESET Team Office for Equality and Diversity (A2.1) UPdigital/Sigarra Platform DPO	Office for Equality and Diversity (A2.1)	Implementation of the mentioned changes in SIGARRA platform		2022/2023
	A2.5	Assess the possibility of registering self-identifications of gender, race, ethnicity, functional diversity, etc.	VR - Digital University, Quality and Continuous Improvement	Administrator Human Resources Legal Support Services DPO UPdigital	Workers	Issuance of a joint opinion		2022/2023
Monitor and disseminate U. Porto's gender (in)equality indicators	A2.6	Publish an annual report on Gender Equality and Diversity at U.Porto, with specific views on the various Organic Units and highlighting the evolution compared to previous years	RESET Team Office for Equality and Diversity (A2.1)	Organic Units Autonomous Services	Workers	Publication of the report		Yearly

THEMATIC AREA	A	Leadership and Decision Making						
Objective		Action/Measure	Responsibility	Resources	Target group	Indicators and evaluation	Tools	Timeline
Priority Area	A3	Adopt a gender-equal leadership						
Encourage equal access to decision-making positions	A3.1	Develop communication strategies which make female leadership visible	Communication Services	RESET Team Office for Equality and Diversity (A2.1)	Workers	Integration of initiatives on female leadership in U.Porto's Communication Plan		2023
	A3.2	Promote an equal representation of gender in the establishment of lists for decision-making positions	Government bodies Organic Units' Directors	Administrator Support to Government Bodies Organic Units' secretariat Legal Support Services Human Resources	Workers	Review gender balance conditions in applications using a checklist		At each election

THEMATIC AREA	B	Recruitment, Retention and Career Progression						
Objective		Action/Measure	Responsibility	Resources	Target group	Indicators and evaluation	Tools	Timeline
Priority Area	B1	Attract men and women to scientific areas where each gender is less represented						
Make practices to integrate the gender dimension in research more visible	B1.1	Promote the implementation of an internal certification of promising practices for research units that develop specific measures to promote an equal representation of gender.	VR - Research, Innovation and Internationalisation	Research and Projects Services	Research Units Researchers	Yearly, gradual approximation to an equal gender representation (33-40%)	Assessment criteria script that includes an equal representation at the various levels of responsibilities of the teams	Biannually
Combat gender stereotypes associated with scientific areas	B1.2	Develop a communication campaign that makes researchers of the underrepresented gender visible in all research fields	Communication Services	RESET Team	Researchers Students Workers	One campaign	RESET's Inclusive language kit	2023
	B1.3	Promote a balanced gender representation and diversity in imagery associated with materials used to promote courses and scientific areas (websites and brochures)	Central Communication Services Organisational Units	RESET Team	Students	Compliance with an equal representation of gender (33-40%)	RESET's Inclusive language kit	2022
Priority Area	B2	Promote equal opportunities in the recruitment processes						
Integrate the gender dimension into recruitment processes	B2.1	Review the <i>processes manual</i> to ensure equal opportunities in the different stages of the recruitment process	Administrator UP Shared Services	RESET Team	Candidates Workers	Revised Manual of the recruitment process		2022/2023
	B2.2	Define indicators to monitor the integration of the gender dimension in the recruitment processes (e.g., inclusive language in public notices; gender ratio in the composition of juries; gender ratio of applications, selection stages and final selection)	RESET Team Office for Equality and Diversity (A2.1)	Administrator Human Resources Legal Support Services	Candidates Workers	Checklist with indicators	Law 26/2019	End of 2022
	B2.3	Monitor the integration of the gender dimension in recruitment processes	RESET Team Office for Equality and Diversity (A2.1)	Administrator Human Resources	Candidates Workers	Monitoring report	Checklist with indicators (A2.2)	Yearly
	B2.4	Provide U.Porto's workers with skills to integrate the gender dimension in the recruitment processes	Administrator	RESET Team Human Resources	Workers	Two Training Actions/per year	Training	Yearly
	B2.5	Adapt the documentation (manual) for welcoming new workers to include U.Porto's commitment to gender equality and diversity	Administrator	RESET Team Work-Life Reconciliation Management System	Workers	Revised welcome manual	Welcome manual	2022
	B2.6	Monitor the gender-equal representation in all recruitment juries	Administrator Human Resources		Competition Juries	Yearly gradual approximation to equal gender representation (33-40%)	Decree-Law 112/2021	Yearly
Combat stereotypes among recruitment juries	B2.7	Integrate recommendations for non-discriminatory practices in the evaluation forms made available to recruitment juries	Administrator Human Resources RESET Team		Competition Juries	Production of recommendations		2022
Priority Area	B3	Foster equal opportunities in the career progression processes						
Integrate the gender dimension in the career progression processes	B3.1	Adopt an equal representation of gender on the juries of career advancement competitions	Administrator Human Resources Legal Support Services		Researchers Non-teaching staff and non-researchers	Annual Implementation Memorandum	Decree-Law 112/2021	2023
	B3.2	Monitor the gender-equal representation in all career progression juries.	Administrator Human Resources		Workers	Yearly gradual approximation to equal gender representation (33-40%)	Decree-Law 112/2021	Yearly
	B3.3	Assess the impact of integrating mechanisms to compensate for prolonged absences due to illness or care provision in the career progression process	Administrator UP Shared Services		Workers	Production of recommendations		2023
Combat stereotypes among career progression juries	B3.4	Integrate recommendations for non-discriminatory practices in the evaluation forms made available to the juries.	Administrator Human Resources	RESET Team	Workers	Production of recommendations Forms with built-in recommendations		2022
Priority Area	B4	Promote the equal access of all U.Porto's workers to work-life reconciliation measures						
Promote a better balance between professional and family life through more	B4.1	Take the implications of flexible working time and location measures into consideration	Work-Life Reconciliation Management System	Administrator Human Resources Office for Equality and Diversity Workers' Commission ombudsman	Organic Unit's Directors Services' Managers	Systematisation of the implications	Law 83/2021	2022

THEMATIC AREA	B	Recruitment, Retention and Career Progression						
Objective		Action/Measure	Responsibility	Resources	Target group	Indicators and evaluation	Tools	Timeline
flexible working time and locations	B4.2	Disseminate mechanisms that promote an equal access to flexible hours among the Organic Units	Administrator	Human Resources Work-Life Reconciliation Management System Office for Equality and Diversity	Organic Unit's Directors Services' Managers	Systematisation of the proposals	FAQs	2023
Foster an organisational culture that minimises the impact of family care on the career	B4.3	Disseminate information on work/work-family reconciliation rights adequate to the various internal concerned parties	Administrator Directors' Council	Communication Services Human Resources Work-Life Reconciliation Management System	Workers	Publication of information on the Conciliação4UPorto Platform Provision of information through internal communications		2022
	B4.4	Appoint a person/service to advise/support workers in the reconciliation of professional life with parental and family care responsibilities	Work-Life Reconciliation Management System	RESET team	Workers	Appoint a person or service		1st quarter of 2023
	B4.5	Define forms of reintegration/returning to work after prolonged periods of absence (e.g., leaves, illness)	Administrator Human Resources Work-Life Reconciliation Management System	RESET team Services' Directors Organic Units' Directors Office for Equality and Diversity	Workers	Systematisation of proposals Implementation of proposals		2023/2024
	B4.6	Foster the establishment and dissemination of protocols with different care provision structures (e.g., childhood, old age, dependency)	Work-Life Reconciliation Management System	Administrator Human Resources RESET Team Office for Equality and Diversity	Workers	Making information publicly available	Conciliação4UPorto Platform	Up to 2024
	B4.7	Organise awareness-raising campaigns regarding the effects of gender stereotypes on the distribution of household and family responsibilities (e.g., disseminating images of both genders as caregivers)	RESET Team	Communication Services Work-Life Reconciliation Management System	Workers	One campaign	Communication plan	Yearly

THEMATIC AREA	C	Gender Dimension in Research and Knowledge Transfer	Responsibility	Resources	Target group	Indicators and evaluation	Tools	Timeline
Objective	C	Action/Measure						
Priority Area	C1	Integrate the dimensions of gender and diversity in research						
Implement a Gender Impact Assessment (GIA) protocol in research	C1.1	Identify Community of Practice (CoP) researchers to support the implementation of the GIA protocol in their research centres	VR - Research, Innovation and Internationalisation	Research and Projects Services Research Centres' Directors	GIA Community of Practice Research Units	One researcher per Organic Unit		3rd quarter of 2022
	C1.2	Conduct workshops and training sessions for each specific scientific area on the integration of the gender perspective and principles of diversity as a pillar of scientific excellence	RESET Team Office for Equality and Diversity (A2.1)	Research and Projects Services GIA Community of Practice Researchers working on gender issues in different scientific areas	Research Units Researchers Teachers	At least one workshop/training action per scientific area	Informational materials created within the scope of C1.4	2023
	C1.3	Create and disseminate informational materials on the integration of the dimensions of gender and diversity in research methodologies and processes	RESET Team Office for Equality and Diversity (A2.1)	Research and Projects Services GIA Community of Practice	Research Units Researchers Teachers Students	Dissemination of materials to at least 80% of researchers	RESET's gender-inclusive language kit GIA Checklist	2023
	C1.4	Encourage the use of GIA Checklist when preparing project applications for funding	Research and Projects Services	RESET Team Office for Equality and Diversity (A2.1)	Research Units Researchers Teachers	GIA Checklist included in the project application resources dossier	GIA Checklist	2023
Promote a balanced representation of gender and equal opportunities in research teams and structures	C1.5	Ensure an equal gender representation in research teams applying for funding	Research Units' Directors	Research and Projects Services	Research Units Researchers Teachers	Yearly gradual approximation to equal gender representation (33-40%) Assessment of the distribution of team coordination responsibilities	GIA Checklist	2022/2023
Integrate the dimensions of gender and diversity in excellence in research	C1.6	Include criteria that analyse the integration of the gender dimension in the regulation of the Award for Excellence in Scientific Research of the University of Porto.	VR - Research, Innovation and Internationalisation	Research and Projects Services RESET Team Office for Equality and Diversity (A2.1)	Research Units Researchers Teachers	Inclusion of the integration of gender dimension criterion in the award regulation		2023
Priority Area	C2	Integrate the dimensions of gender and diversity in knowledge transfer activities						
Integrate the gender dimension into curricula	C2.1	Disseminate and promote the availability and attendance of CUs on gender and diversity by students from different Organic Units of the U.Porto	RESET Team Office for Equality and Diversity (A2.1)	Scientific and Pedagogical Councils	Students	Public availability of a list of UCs, by Organic Unit		2022/2023
Integrate the gender dimension in pedagogical activities	C2.2	Incorporate the dimensions of gender equality and diversity in the teaching initiation course	PR - Promotion of the Portuguese Language and Pedagogical Innovation	Organic Units' Directors RESET Team Office for Equality and Diversity (A2.1)	Teachers	Integration of the thematic module		2023/2024
	C2.3	Develop recommendations (text or video) on the integration of the dimensions of gender and diversity in pedagogical activities	RESET Team Office for Equality and Diversity (A2.1)	Communication Services	Teachers Researchers with teaching functions	Publication of the recommendations		2023
	C2.4	Mainstream the integration of the dimensions of gender and diversity in the pedagogical activities of the Organic Units (e.g., gender-inclusive language, content, bibliographic references, gender perspective in curricula)	Scientific Councils Pedagogical Councils	RESET Team Office for Equality and Diversity (A2.1)	Teachers Researchers with teaching functions	Checklist Making the integration of training contents visible in the Curricular Units' Records Two training actions per year	Training (pedagogical exercises) Recommendations from measure C2.3	2023/2024
	C2.5	Promote the use of gender-inclusive language in academic work (including theses and dissertations)	RESET Team Office for Equality and Diversity (A2.1)	Scientific Councils	Teachers Researchers with teaching functions Students	Update the rules for the preparation and submission of academic works	RESET's Inclusive language kit	2022/2023
	C2.6	Implement criteria in the Pedagogical Innovation Award Regulation that analyses the integration of the dimensions of gender and diversity in pedagogical activities	PR - Promotion of the Portuguese Language and Pedagogical Innovation	RESET Team Office for Equality and Diversity (A2.1)	Academic community	Disclosure of the criteria		2023
	C2.7	Adapt pedagogical surveys to include the dimensions of gender and diversity in pedagogical practices	VR - Training, Academic Organisation and Social Action, Health and Well-being	RESET Team Office for Equality and Diversity (A2.1)	Teachers Researchers with teaching functions Students	Adoption of an updated version of the pedagogical surveys	Current pedagogical surveys	2023

THEMATIC AREA	D	Gender Biases and Stereotypes, Sexism and Harassment						
Objective		Action/Measure	Responsibility	Resources	Target group	Indicators and evaluation	Tools	Timeline
Priority Area	D1	Maintain an active role in integrating the dimensions of gender equality and diversity in institutional communications						
Promote an inclusive organisational environment and culture through the use of gender-sensitive language and communication	D1.1	Disseminate the RESET's gender-inclusive language and communication kit among the academic community of the University of Porto	RESET Team Office for Equality and Diversity (A2.1)	Communication Services Services' Managers Organic Units' Directors	Autonomous Services Teachers Researchers	Publish the resources	RESET's gender-inclusive language kit	2022
	D1.2	Adopt agender-inclusive language and communication in U.Porto's institutional communications (internal and external)	Rectoral Team Administrator Directors' Council	RESET Team Office for Equality and Diversity (A2.1) Organic Units' Directors Services' Managers	Workers	Compliance in 60% of documents produced	RESET's gender-inclusive language kit In-person and online training (e.g., training, participation in board meetings and services)	2023
Priority Area	D2	Promote equality, equity and diversity in academic and cultural events						
Combat gender biases and stereotypes in academic and cultural events	D2.1	Create guidelines that ensure that the scientific and cultural events promoted by U.Porto use a gender-inclusive language and communication.	RESET Team Office for Equality and Diversity (A2.1)	Unit: Culture Operational Service: Museums Communication Services	Workers	Publication of Guidelines	RESET's gender-inclusive language kit	2023
	D2.2	Create guidelines that ensure that speakers, scientific committees and organisers of scientific and cultural events promoted by U.Porto are inclusive and that there is an equal representation of gender and other dimensions of diversity (e.g., nationality, age, functional diversity)	RESET Team Office for Equality and Diversity (A2.1)	Organic Units' Directors Rector's Services and Units	Workers	Publication of Guidelines		2023
	D2.3	Propose a registration system/mandatory form for scientific and cultural events at the University of Porto with gender equity indicators:	RESET Team Office for Equality and Diversity (A2.1)	Organic Units' Directors Rector's Services and Units UPDigital/Sigarra Platform	Workers	Implementation of a Registration System Gradual approximation to an equal gender composition (33% - 40%), per year, at the level of committees and speakers	Online form	2023 2024
Priority Area	D3	Strive for respect for diversity in the U.Porto Community						
Prevent and combat discrimination, harassment and gender violence or other forms of violence	D3.1	Disseminate guiding documents on gender equality, diversity and non-discrimination among the academic community	Communication Services	RESET Team Office for Equality and Diversity (A2.1)	Workers	One dissemination action per year	Recommendation CM/Rec (2019)1 of the Committee of Ministers to Member States on preventing and combating sexism	Yearly
	D3.2	Update the code of conduct regarding the prevention and fight against discrimination, harassment and gender violence and/or other forms of violence	Rectoral Team Administrator	Legal Support Services RESET Team Office for Equality and Diversity (A2.1)	Workers	Publication of the revised document	Law 73/2017 Declaration of measure B1.2	2022
	D3.3	Create a secure reporting mechanism and a follow-up structure for situations of discrimination, harassment and gender-based violence and/or other forms of violence	Rectoral Team Administrator	Legal Support Services RESET Team Office for Equality and Diversity (A2.1)	Workers	Implementation of the mechanism Creation of the monitoring structure	Law 73/2017	2022
	D3.4	Monitor the reporting of situation of discrimination, harassment, gender violence and/or forms of violence	RESET Team Office for Equality and Diversity (A2.1)	Structure defined in D3.3	Workers	Public report integrated in measure A2.6		Yearly
Raise the awareness of U. Porto's community on issues concerning discrimination, harassment, gender	D3.5	Raise awareness of the academic community about the importance of U. Porto's zero tolerance policies on discrimination, moral and sexual harassment	Rectoral Team Administrator RESET Team Office for Equality and Diversity (A2.1)	Organic Units' Directors Services' Managers Communication Services UP academic federation	Academic community	Two awareness raising actions per year	Statement of measure A1.2	Yearly
	D3.6	Provide teachers, researchers and service workers with skills to identify and report situations of discrimination and harassment	Administrator Human Resources	RESET Team Office for Equality and Diversity (A2.1)	Helpdesk workers Teachers Researchers	Three capacity building actions per year	Training	Yearly

THEMATIC AREA	D	Gender Biases and Stereotypes, Sexism and Harassment						
Objective		Action/Measure	Responsibility	Resources	Target group	Indicators and evaluation	Tools	Timeline
violence and other forms of violence	D3.7	Create an instrument for the self-monitoring of anti-discrimination behaviours and make it accessible to the entire U.Porto's community through U.Porto's website	UPdigital	RESET Team Office for Equality and Diversity (A2.1)	Academic community	Online publication		2023
	D3.8	Make available contacts/support resources, for situations of discrimination, harassment and gender violence on the University's website and social networks	UPdigital	RESET Team Office for Equality and Diversity (A2.1)	Academic community	Online publication		2022

5. Concluding Remarks

The *UP Equality* is based on a vision that considers gender equality and the promotion of diversity as drivers for excellence in research and education and driving forces for knowledge transfer and innovation. In fact, the search for scientific excellence implies not only reducing gender inequalities in academic careers, but also implementing structural changes that ensure an active integration of gender perspective and diversity in U.Porto's scientific output (research contents) and knowledge transfer (teaching). Furthermore, a brand of excellence can only be fully attained if the underlying organisational culture is open and sensitive to diversity and equality issues, and takes the particularities of its human resources into account. Promoting a working environment where everyone feels valued and integrated is a precondition for a university of excellence.

In line with its motto – *"Fix the numbers, Fix the institution, Fix the knowledge"* – the *UP Equality* intends to:

- *"Fix the numbers"* to increase diversity starting at the recruitment process and promote the participation of women and other less represented groups in scientific activities, both as students and as researchers;
- *"Fix the institution"* to promote gender equality in academic careers and create a working environment that is inclusive of diversity and equality;
- *"Fix the knowledge"* to ensure that the gender dimension is included in all research activities and promote the creation of solutions that answer the real needs of both male and female citizens.

This Plan is an important milestone in U.Porto's commitment to the values of equality, to the people that form this institution and to its mission, which is to create and value knowledge, promote education and actively participate in the progress of the communities in which it operates.

Being the first Gender Equality Plan of the University of Porto, the *UP Equality* is particularly ambitious and demanding, and the success of its implementation depends entirely on the fulfilment of U.Porto's motto:

"Virtus unita fortius agit".



UP Equality - Gender Equality Plan of the University of Porto was produced within the context of the project
RESET - Redesigning Equality and Scientific Excellence Together



This project has received funding from the European Union's Horizon 2020 Framework Program for Research and Innovation under Grant Agreement no **101006560**.

